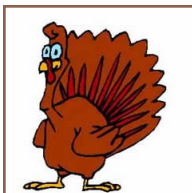
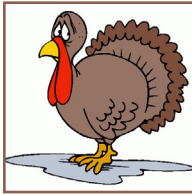


The Human Touch

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In This Issue:

1. "Sock It To Em" p.2
2. "The Price is Right" p.3
3. Word of Mouse p.4
4. "Giving Back" p.5
5. Training Tidbits p.6

And More!

Director's Message



Lisa-Michele Church,
Executive Director

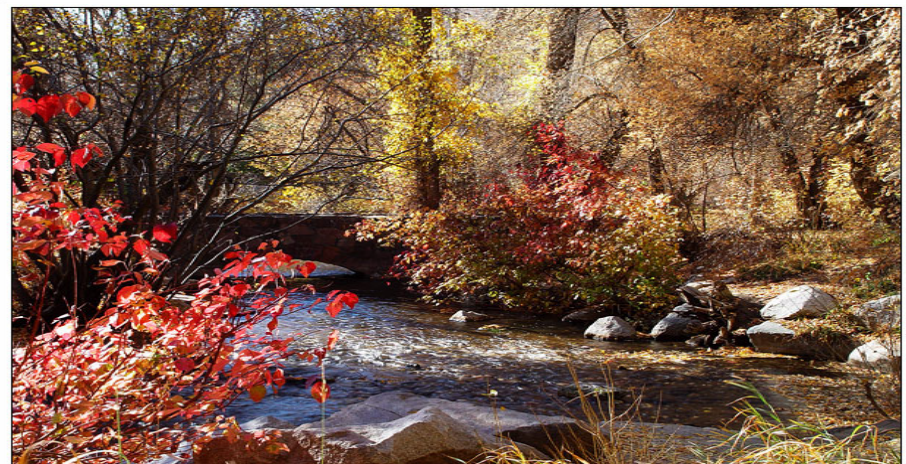
As we fly into the Holiday season I hope you are all well and happy. This month I enjoyed attending the Office of Recovery Services manager's conference. I was able to meet some of their great management staff and see Director Mark Brasher's leadership first-hand. I spoke to them about the challenges of managing in an environment where we are not always able to give the compensation or job benefits that we think our employees deserve. I am so proud of the dedication and professionalism of ORS. They do an outstanding job of serving the people of Utah. Besides that, they collect hundreds of millions of dollars each year for Utahns! If you see an ORS employee, tell them they are doing a great job.

We are also pushing ahead on our budget requests for this year. We are

fortunate to have the Governor's attention on some of the critical issues facing our operation, such as the meth epidemic. It is rewarding to see that he supports our work and our initiatives. He helped us host the first ever "Meth and Families Workshop" in Salt Lake City and he also took the time to visit Juvenile Court with me this month and see some of our terrific Juvenile Justice Services and Child and Family Services caseworkers in action.

Congratulations to DCFS Western Region on passing a very important test - the Qualitative Case Review. This is an amazing achievement for them and tells the story of their excellent practice in caring for children and families in crisis. It was inspiring to visit DCFS in Provo this month to watch them conduct their first "Immersion Experience" with community leaders. As you would expect, the caseworkers who got to tell their stories were wonderful. They spoke about intake, child protective services, foster care, drug court and the transition to adult living. The community leaders were wowed! It was a perfect blend of professionalism and enthusiasm about our work and I appreciated it.

We will keep fighting the good fight and making a difference for the individuals that we serve. Thanks to you!





"Sock It To Em"

"Go get your socks and shoes on," hundreds of parents say each morning. Reaching the goal is much easier now for more than 5,500 children statewide who otherwise might not have socks and shoes.

Children get shoes each year from the Utah League of Credit Unions' "Warm the Soles" program. Juvenile Justice Services employees joined the effort recently, collecting 18,015 pairs of socks. Many, many children will now have new shoes and socks for the upcoming winter.

As a friendly contest, "Sock It To Em" was set up between offices and facilities. Weber Valley Detention Center and Northern Region won by collecting 13,626 pairs of socks. Central Region collected 1,625 pairs, Southern Region brought in 2,437 pairs and 327 more came from the Administration building.



Tara Cummings, Heather Treece, Sue Frandsen, Michelle Blackwelder, Char Bertrand, and Mattie Ingram

Innovative and clever collection "boxes" were set up, including a "sock-eating dryer" at Salt Lake Valley Detention Center that "returned" socks when the time came to gather up the collection.

The socks were delivered to the Utah League of Credit Unions and will find their way to children's feet all soon.

Please tell us about your office's community service projects. We know Human Services employees in all areas of the state give back to their communities, especially this time of year. We want to tell your stories in upcoming Human Touch editions.

Let's share ideas, projects and successes. Digital pictures are easy and helpful – so get out those cameras and click away.

Please contact Donna L. Russell, DLRussell@utah.gov or 801/538-4608.

Thank You!

Connecting with ORS Today

Catherine Taylor, ORS

"Have you felt the excitement of being a manager? Do you realize your work fits into a larger goal?" asked Human Services Director Lisa-Michele Church at the first annual Office of Recovery Services Managers' Conference.

More than 65 managers from across the state learned about balancing employee recognition with job performance accountability. "The Limelight-Employee Recognition Guide" gave managers lively and specific tools to increase recognition practices.

"We know our agency is facing a lot of challenges and bringing the management team together proved to be an effective way to communicate and plan," said Tracy Graham, Director Child Support Services and conference instigator.



Soa Snead, (SLC) Lisa Graham, Cathy Page (Provo) discuss employee recognition



The Human Touch

"The Price is Right" - Utah State Hospital

Donna L. Russell, Executive Director's Office

Provo - Employee Workshop Week is a mix of fun, education and support for Utah State Hospital's 800 staff members.

"The suicide of a co-worker many years ago, taught us a sad lesson," said Hospital Superintendent Dallas Earnshaw. "We need to reach out to each other on a regular basis. We frequently forget to take care of our own mental health needs when focusing on the needs of others."

Special activities were held every day during the weeklong event from Oct.30 to Nov. 3 at the state hospital. The Dutch oven cook-off provided a tasty lunch on Thursday followed by a "The Price is Right" game show. An annual favorite is the Family Carnival held in the evening. Employees and their families come and play games, eat and relax together.

Employees face many stressors working in the mental health field - as well as all of Human Services - and this annual event provides the opportunity to have some fun, learn new information and even get a flu shot.

Education to help employees in their personal lives is offered such as: substance abuse information, money management, health and wellness classes, raising children, and leisure activities.

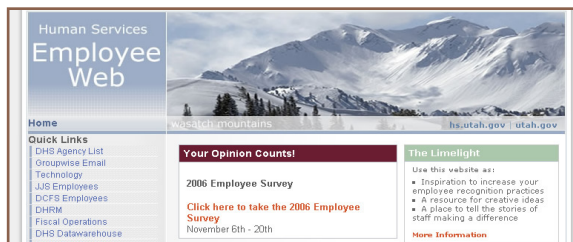
It's an annual tradition with the important purpose of taking care of you!



Jim Love gives it a whirl.

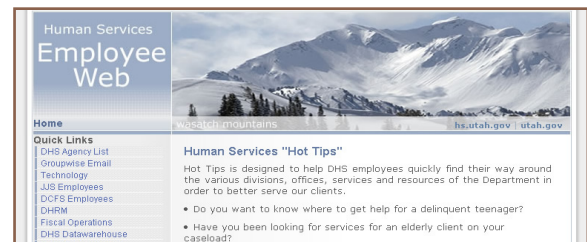
Word of Mouse

You need information and you need it quick. Here are four quick web links for Human Services information.



www.hsemployees.utah.gov

A quick link just for Human Services employees.



www.hsemployees.utah.gov/hot-tips.htm

Hot Tips helps DHS employees quickly find their way around the various divisions, offices, services and resources of the Department in order to better serve our clients.



www.hsemployees.utah.gov/limelight

The Limelight – Employee Recognition Resources



www.hstraining.utah.gov

Training Resources



JJS Art Contest

Elizabeth Sollis, Executive Director's Office

//This has meaning in my life because...// has been the inspiration for several great entries in the JJS Art Contest. Youth in custody, throughout the state, had the privilege of working with John Ortiz, Tap the Talent Art Instructor, to use reading, writing and drawing as a creative way to advance their skills and express their feelings. Once they "mastered" their skills, they provided supplemental narrative to the artwork and entered their work in the contest.

Some of the youth focused on the comic book approach and others used a freehand reflective approach. All of the entries received illustrate the skills learned and the incredible creativity and talent of the youth. The contest, in conjunction with the ongoing art programs in JJS facilities, gives youth a chance to express themselves, build confidence, and acts as a great "outlet" – a positive way to replace some of their negative behavior.

"I like to draw. It helps me when I am bored or down," wrote Cody, contest finalist, "Drawing is a good stress reliever." JJS staff agree and plan to make the art contest a yearly event. In the meantime, an art gallery has been created on the fourth floor of the DHS Administration Building. Various forms of artwork are on display, from drawings to scarves, all created by youth in custody. The winning artwork will be on display in the administration building until October 2007.



Grand Prize: "What is Love" by Gaije

Artist's Note: "Brooklyn (the baby) reminds me of the joy & happiness that can be and is in my life."

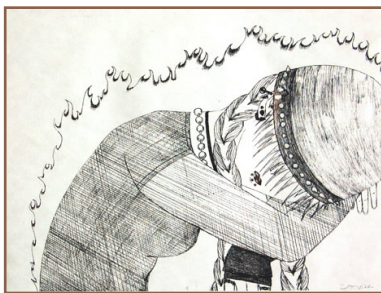
Gaije is 15 years old and the drawing is of her and her daughter, Brooklyn.

"These kids are so talented," says Dan Maldonado, JJS Director, "people should really take a few minutes and come and see their artwork."

Each youth who entered the contest received a comic book, art pads and pencils. Recognition Awards were given to each winner and gift baskets, packed with art supplies, were awarded to their respective facility in the name of the winning artist.



First Place: "To My Loving Mom" by Christia



Second Place: "Untitled" by Samantha



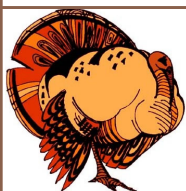
Third Place: "King Spade" by Cody



Fourth Place: "Candy Man" by Andy



Fifth Place: "Kings, Wizards & Dragons Around The Table" by Chris



The Human Touch

"Giving Back"

David Green, Juvenile Justice Services

VERNAL – Four Uintah Basin children got brand new bikes last month as a result of a team-building effort by Split Mountain Youth Center employees here.

Unassembled bikes were donated by community members as were bike locks, helmets and other necessary equipment. Employees gathered together one afternoon and built bikes while learning more about each other. They also handed over the completed bikes!

"I had fun," Patrick Dotson said. "It was good to get together with everyone and actually do something that had an effect on someone."

The children were only told to expect a "surprise" so were really thrilled at their new bikes that were personally adjusted to fit them.

Each team of workers presented the completed bike and accessories to a child, each of whom had huge smiles and were anxious to ride. They jumped right on and rode around. Employees gained organizational pride, a better understanding of purpose and improved rapport with co-workers. And they also felt closer to the children and other community members.

"It was awesome to see the results of good teamwork and feel the reward of working together to finish the bikes," Cody Boren said.

What made the team experience so great was a combination of several factors. But the most important is how I felt about myself during the group team-building process. The group experiences that are most memorable are the ones in which I feel I made significant contributions.

Organizing this event began over a month earlier when I found an assistant and divided the tasks. The first step was to reach out to the community for bikes, tools, helmets, food, and many other supplies necessary to make this event successful. I was impressed with how generous our community was.

The second step was locating children who needed bikes. The children, between the ages of 5 and 12 came to us from the Division of Child and Family Services.

Organizing the team-building activity was the final step. As employees arrived they were divided up into teams of five. Each had several challenges to complete. Each challenge resulted in the team winning the necessary tools and parts to assemble a bike. The donated bikes came unassembled and needed to be put together before children could ride them.

Their first challenge was finding the team they belonged to. Employees had to make the animal noise of a "mystery card" they received to find each other. The next activity moved right into a racing event with teams going on a "magical carpet ride."

The teams then moved on to a crossword puzzle where they got bike parts. To "earn" tools for assembling the bikes, each was asked to provide 12 ideas for "tools" they could use in their current jobs.

The teams worked vigorously to finish. After teams completed their bikes, they assisted others and then anxiously awaited the children's arrival.

While waiting for the children, we competed in a four-way tug-of-war. Being in a rural area we are limited to the resources and programs available so we sometimes find ourselves playing "tug-of-war" with local agencies. As we work with the agencies involved we can more efficiently utilize the programs offered.

Special thanks go out to local agencies and staff for taking the time and assisting us with the children.

Sponsors included: Wal-Mart, Altitude Cycle, A-Plus Mortgage, Professional Welding Services, David Green Re/Max Premier, Cody Boren Exit Reality, Jiffy Pawn, Industrial Repair and the Tri-County Health Department.



Training Tidbits



**Learning without
thought is labor lost.
- Confucius**

Looking to expand your knowledge? Take advantage of some of the upcoming training opportunities supported by the department:

2nd National Conference on Methamphetamine, HIV, and Hepatitis

February 1-3, 2007

Salt Lake City Hilton City Center

Salt Lake City, Utah

For additional/registration information visit www.methconference.org. Note: Registration fees apply.

Generations Conference

April 19-20, 2007

Salt Lake City Hilton City Center

Salt Lake City, Utah

For additional/registration information contact Tia Korologos at ESI Management Group, 801-501-9446, tia_esimgt@msn.com. Note: Registration fees apply.

Annual Crime Victims Conference: The Power of One. The Strength of Many.

April 26-27, 2007

South Towne Exposition Center

Sandy, Utah

For additional/registration information contact Jennifer Menteer, jmenteer@utah.gov, 801-238-2360. Note: Registration fees apply.



Training and Conference announcements can be submitted to Elizabeth Sollis, esollis@utah.gov, 801.538.4275

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